



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION BIRMINGHAM DISTRICT

Jurisdictional Area

The jurisdictional area represents the state, county, or city in which an alleged incident of employment discrimination occurred.

Birmingham District Office

The Birmingham District Office has jurisdiction over the Alabama counties of Autauga, Barbour, Bibb, Blount, Bullock, Butler, Calhoun, Chambers, Cherokee, Chilton, Choctaw, Clay, Cleburne, Colbert, Coosa, Crenshaw, Cullman, Dallas, DeKalb, Elmore, Etowah, Fayette, Franklin, Greene, Hale, Jefferson, Lamar, Lauderdale, Lawrence, Lee, Limestone, Lowndes, Macon, Madison, Marengo, Marion, Marshall, Montgomery, Morgan, Perry, Pickens, Pike, Randolph, Russell, Shelby, St. Clair, Sumter, Talladega, Tallapoosa, Tuscaloosa, Walker, Washington, Wilcox, and Winston.

Office address: Ridge Park Place
1130 – 22 Street South, Suite 2000
Birmingham, AL 35205
Telephone: 1-800-669-4000
Facsimile: 205-212-2105
TTY: 1-800-669-6820

District Director: Delner Franklin-Thomas (205/212-2089); delner.franklin-thomas@eoc.gov
Regional Attorney: C. Emanuel Smith (205/212-2131)

Jackson Area Office

The Jackson Area Office has jurisdiction over the Mississippi counties of Adams, Amite, Attala, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Claiborne, Clarke, Clay, Copiah, Covington, Franklin, Grenada, Hinds, Holmes, Humphreys, Issa-Quena, Jasper, Jefferson, Jefferson Davis, Jones, Kemper, Lauderdale, Lawrence, Leake, Leflore, Lincoln, Lowndes, Madison, Marion, Monroe, Montgomery, Neshoba, Newton, Noxubee, Oktibbeha, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Sunflower, Tallahatchie, Walthall, Warren, Washington, Wayne, Webster, Wilkinson, Winston, Yazoo, and Yazoo.

Office address: Dr. A.H. McCoy Federal Building
100 West Capitol Street
Jackson, MS 39269
Telephone: 1-800-669-4000
Facsimile: 601-948-8401
TTY: 1-800-669-6820

Area Director: Wilma J. Scott (601/948-8447); wilma.scott@eoc.gov
Regional Attorney: C. Emanuel Smith

Mobile Local Office

The Mobile Local Office has jurisdiction over the State of Mississippi counties of Forrest, George, Greene, Hancock, Harrison, Jackson, Lamar, Pearl River, Perry and Stone; the State of Alabama counties of Baldwin, Clark, Coffee, Conecuh, Covington, Dale, Escambia, Geneva, Henry, Houston, Mobile, Monroe and Washington; and the State of Florida Counties of Bay, Calhoun, Escambia, Franklin, Gulf, Holmes, Jackson, Liberty, Okaloosa, Santa Rosa, Walton, and Washington.

Office Address: 63 South Royal Street, Suite 504
Mobile, AL 36602
Telephone: 1-800-669-4000
Facsimile: 251-690-2581
TTY: 1-800-669-6820

Local Director: Erika LaCour (251/690-2590); erika.lacour@eoc.gov
Regional Attorney: C. Emanuel Smith

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it unlawful to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), and national origin (Title VII of the Civil Rights Act of 1964 (Title VII)), age (40 or older - Age Discrimination in Employment Act (ADEA)); sex-based wages (Equal Pay Act (EPA)); disability (Americans with Disabilities Act (ADA)); or genetic information (Genetic Information Nondiscrimination Act (GINA)). It is also unlawful to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

The EEOC has the authority to investigate charges of discrimination against employers who are covered by the law. Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labor unions and employment agencies are also covered. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

Our role in an investigation is to fairly and accurately assess the allegations in the charge and then make a finding. If we find that discrimination has occurred, we will try to settle the charge. If we are not successful, we have the authority to file a lawsuit to protect the rights of individuals and the interests of the public. We do not, however, file lawsuits in all cases in which we find discrimination.

The EEOC provides leadership and guidance to federal agencies on all aspects of the federal government's equal employment opportunity program. EEOC assures federal agency and department compliance with EEOC regulations, provides technical assistance to federal agencies concerning EEO complaint adjudication, monitors and evaluates federal agencies' affirmative employment programs, develops and distributes federal sector educational materials and conducts training for stakeholders, provides guidance and assistance to our Administrative Judges who conduct hearings on EEO complaints, and adjudicates appeals from administrative decisions made by federal agencies on EEO complaints.

Outreach, Education, Technical Assistance, Training & Small Business

We also work to prevent discrimination before it occurs through outreach, education, training, and technical assistance programs for employee and employer stakeholders, advocacy groups, community and professional organizations, federal, state and local government and private employers, and the general public. For more information about outreach, education, training, and technical assistance, please contact Eddi Daniel Abdulhaqq, Program Analyst/Small Business Liaison, at (205) 212-2078 or eddie.abdulhaqq@eoc.gov.

Alternative Dispute Resolution/Mediation

If you are interested in resolving a charge through our Mediation Program, please contact Debra Leo, Supervisory ADR Coordinator, at (205) 212-2033 or debra.leo@eoc.gov.

The Birmingham District includes Alabama, Mississippi (except 17 northern counties), and the Florida Panhandle with offices in Birmingham, AL, Jackson, MS, and Mobile, AL.